DEAN, College of Engineering *Effective September 27, 2023*

(Formerly the School of Engineering)

The University of Connecticut (UConn), one of the nation’s leading public research universities, seeks a visionary and dynamic leader to serve as the Dean of the College of Engineering. UConn seeks candidates with a strong record in academic leadership, research and scholarship, and external partnerships that will enable them to provide leadership to a research and educational enterprise across multiple campuses while being a highly effective external advocate for the College. The next Dean should have a strong record in research, scholarship, and teaching and experience with complexities and opportunities at top-tier research universities.

**The University**

The University of Connecticut was founded as an agricultural school in 1881 thanks to a donation of land, property, and resources from brothers Charles and Augustus Storrs. More than 140 years later, UConn is a top-ranked public university in the nation, according to *U.S. News & World Report* with an enrollment of 24,000 undergraduate and 8,000 graduate students across all its campuses. In addition to its main campus in Storrs, the University includes 4 Regional Campuses throughout the state, the School of Law and the School of Social Work in Hartford, and the School of Medicine and School of Dental Medicine at the UConn Health campus in Farmington. The University is one of the few institutions in the country that is designated as a Land Grant, Sea Grant, and Space Grant institution. UConn is consistently ranked in the top 30 out of 225 public institutions in the country by U.S. News and World Report, currently ranked #26. Across over 4,200 acres of land, the University includes 14 Schools and Colleges with over 80 research centers. Currently, UConn is producing $368 million in annual research expenditures. The University is also a key economic driver for the state, contributing nearly $7 billion and 32,000 jobs to Connecticut.

UConn is New England’s leading public interdisciplinary research university, dedicated to meeting the challenges that face society and making world-changing discoveries that impact the future for the better. The University makes investments to support a world-class faculty and provide a network of support and compliance services. The University’s Research connects with state and national leaders in science, technology, medicine, and more, establishing a thriving network of partnerships that not only drive research and innovation but also help propel Connecticut’s economy and workforce.

UConn’s richly diverse and inclusive campus community is enhanced by more than 700 clubs and organizations, 24 NCAA Division I athletics teams, seven cultural centers and programs, five on-campus theaters, three museums, and one of the highest percentages of students living on campus of any public university. Additional information about UConn can be found at [https://uconn.edu/](https://uconn.edu/).
**Leadership**

**President – Dr. Radenka Maric:**

Dr. Maric was named the 17th president of the University of Connecticut by the Board of Trustees on September 28, 2022. She has served as UConn’s Vice President for Research, Innovation, and entrepreneurship since 2017. Dr. Maric joined UConn’s School of Engineering 12 years ago and holds the rank of Board of Trustees Distinguished Professor and Chair Professor in Sustainable Energy in UConn’s Departments of Chemical and Biomolecular Engineering, and Materials Science and Engineering. She formerly served as Executive Director of the UConn Technology Park and Innovation Partnership Building from 2015 to 2017.

As Vice President for Research, Innovation, and Entrepreneurship, Dr. Maric led UConn’s diverse research enterprise, with more than 300 staff members reporting to her at UConn and UConn Health. Under her leadership, new research awards to UConn and UConn Health doubled, growing from $184 million in FY 2017 to $376 million in FY 2020. A world leader in technologies for clean energy and sustainability, Dr. Maric is a Fellow of the American Academy of Arts and Sciences (2019), the National Academy of Inventors (2019), the International Association of Advanced Materials (2020), and an elected member of the Connecticut Academy of Science and Engineering. Dr. Maric earned an undergraduate degree in Materials Science from the University of Belgrade and an M.S. and Ph.D. from Kyoto University, both in Materials Science.

**Provost – Dr. Anne D’Alleva:**

Anne D’Alleva was named permanent Provost by President Maric effective December 1, 2022. Prior to her appointment in May 2022 as Interim Provost, Dr. D’Alleva served as Dean of the School of Fine Arts since 2015. She is the first woman to serve as Provost in UConn’s history. Dr. D’Alleva is a champion of innovative and creative collaborative efforts across disciplines, schools, and colleges, including between the School of Fine Arts and the College of Engineering, the College of Liberal Arts and Sciences, Neag School of Education, the Human Rights Institute, and even UConn Athletics. Dr. D’Alleva founded, along with current College of Engineering Dean Kazem Kazerounian, the Krenicki Arts & Engineering Institute, with a $5 million gift from John and Donna Krenicki.

Dr. D’Alleva first joined the university in the fall of 1999 as a joint appointment to Art History and Women’s, Gender, and Sexuality Studies. She has served in many institutional leadership roles, including as a member of the University’s Academic Vision Committee. Prior to being named Fine Arts Dean, she served as an Associate Dean for the School of Fine Arts and as the Head of the Art & Art History Department. She received her B.A. in Art History from Harvard University, and her M.A. and Ph.D. in Art History from Columbia University with a graduate certificate in feminist theory. Prior to her arrival at UConn, she completed postdoctoral fellowships at Australian National University and through the Getty Foundation. She has received additional research funding from the National Endowment for the Humanities and the College Art Association.

**The College of Engineering**

[UConn’s College of Engineering](#) is a powerhouse for research and engineering education in the State of Connecticut and beyond. The College is the #1 public engineering school in New England and provides approximately 53 percent of Connecticut’s engineering graduates. Leaders at the College work with local, national, and international industry partners to address pressing technological challenges and strengthen
the state’s manufacturing base. Entrepreneurship and innovation are key values at the College, and its students and faculty actively develop startups and new technologies in support of economic development. Equally important, initiatives in engineering for human rights, energy, environmental sustainability, brownfields, cybersecurity, and other current issues demonstrate the College’s enduring commitment to addressing major challenges facing society. The Dean will also lead efforts laid out in the College’s current strategic plan.

Overview:
The College of Engineering offers B.S.E., M.S., and Ph.D. degrees in the following programs: Biomedical Engineering, Chemical Engineering, Civil Engineering, Computer Science and Engineering, Electrical Engineering, Environmental Engineering, Materials Science and Engineering, and Mechanical Engineering. It also offers an MS and PhD in Material Science (offered through the Institute of Materials Science), an MS in Advanced Manufacturing for Energy Systems, an MS in Data Science, and a BSE in Computer Engineering, Engineering Physics, Multidisciplinary Engineering, and Robotics Engineering, as well as a BS in Computer Science, Data Science & Engineering, and Management and Engineering for Manufacturing. The College offers a Master of Engineering Professional Program with 14 different concentrations, 10 different Advanced Engineering Certificates, and five non-credit programs. UConn’s Undergraduate Engineering majors are accredited by the Engineering Accreditation Commission of the Accreditation Board for Engineering and Technology (ABET).

- **Values:** Our students, faculty, and staff are committed to upholding the highest standards of excellence, responsibility, and accountability in all that we do. We work to build a collegial environment that promotes academic freedom, encourages critical thinking, embraces creativity, and instills integrity, and we seek to recruit a diverse student body, faculty, and staff. We promote and support new discoveries and applications of engineering research that will positively impact global societies. We encourage professional and public engagement of benefit to our society.

- **Mission:** The College of Engineering at the University of Connecticut is dedicated to excellence in education, research, and professional service. Its mission is to be the primary source of engineering leadership and talent in the state and internationally, to ensure that Connecticut sustains its position as a leading high-technology state, and to provide the intellectual and physical resources needed to grow as a center of new and evolving technological activity. To achieve this mission, we must offer high-quality engineering education, discover new knowledge, and use our knowledge and experience to improve our state, the nation, and the world.

The College of Engineering currently serves 3,541 undergraduate and 881 graduate students. The College is comprised of 148 tenured or tenure-track faculty, which include 40 endowed or named professorships and 7 2022 NSF CAREER recipients. The College also has 36 teaching faculty. The College’s research and teaching faculty are innovators and entrepreneurs eager to make change.

The Dean will oversee an annual budget of $65 million and the College’s endowment, which is currently $50 million. The College’s endowment has nearly doubled in the last seven years, which has allowed the College to award $527,000 in scholarship support, and the endowment has supported 24 chaired and named professorships and 20 term professorships. Additional information regarding the College of Engineering is available in the College’s [2023 Annual Report](#).
Research:
High-impact research has been a strategic focus at the College of Engineering. Total FY2023 research expenditures totaled $75 million for the College with almost 500 active grants. Over the past five years, research expenditures for the College of Engineering have increased tremendously from roughly $53 million in 2019 to $75 million in 2023. The School will continue to be an active leader in the research growth of the University. The School has launched 70 startups led by students and faculty members since 2017, and the College actively collaborates with approximately 200 companies. The average research expenditure per faculty member approaches $500 thousand. Top research awards in AY2022-2023 included nearly $10 million for the Connecticut Transportation Safety Research Center’s strategic plan, sponsored by the Department of Transportation and the Federal Highway Association. The College collaborates with the U.S. Navy on exciting initiatives like the National Institute for Undersea Vehicle Technology (NIUVT), where the College secured $3.7 million for current and future vehicle research. UConn also has an innovative partnership with the U.S. Air Force Research Laboratory called Project Daedalus, which is focused on tackling industry challenges using Industry 4.0 techniques.

The College of Engineering is home to over 20 research centers that support vibrant research activities in a wide variety of critical technology areas. Most of the University’s research centers were established in collaboration with and with major support from our industry partners. In the last five years, the College of Engineering has received three new buildings, which have supported growth in research and student learning. In 2018, the Innovation Partnership Building and the Engineering and Science buildings were constructed. The most recent addition to the College’s facilities is the Science One building, which completed construction earlier in 2023. The College of Engineering now occupies 11 buildings across UConn’s campus, each of which includes student learning facilities, research activities, and engagement with industrial partnerships.

Industry Engagement:
Extremely well regarded throughout the state, the UConn College of Engineering is thoroughly integrated with Connecticut business & industry. Each year it averages over 240 Senior Design Projects and has collaborative work with over 120 companies. UConn Engineering is a dynamic part of the state’s economic engine as its hands-on partnerships address pressing challenges and make state industry more competitive. The College of Engineering’s interests span from quantum engineering research to applying solutions to complex systems in today’s high-performance aerospace and underwater vehicles (RTX (formerly Raytheon Technologies), Electric Boat/General Dynamics & Sikorsky/Lockheed Martin are major partners). Connecticut, while bucolic, is a major manufacturing and Defense industry state with UConn Engineering alumni employed everywhere. (84.7% of them make careers within 100 miles of Storrs.) These alumni and all other engineers in the region and abroad continue to be aided throughout their careers by the School’s Center for Advanced Engineering Education (formerly the UConn School of Engineering Professional Education).

Connections and essential engagement with industry partners are active across all 11 Engineering facilities at UConn. Just a few examples of the outcomes of industry engagement are the Pratt & Whitney Institute for Advanced Systems Engineering and the Eversource Energy Center. Both facilities support interdisciplinary and high-impact research and infrastructure to support faculty projects and student learning. These initiatives also align with the College’s and University’s key focus points of innovation, energy, and environmental sustainability.

The College of Engineering has an active, engaged, and diverse Advisory Board representing industry, government, alumni, and higher education. The board meets as a group twice a year, but sub-groups may
meet more often to provide timely input on issues of importance to the school. Members are also contacted by the Dean when guidance or support is needed. Members are appointed for renewable three-year terms.

**Entrepreneurship and Innovation:**
The College of Engineering has strategically pursued initiatives that promote a culture of entrepreneurship at the university and provide training and resources to students. The College’s efforts have led to joint academic programs with schools across the University and have supported students and faculty pursuing startup ventures. The College of Engineering’s entrepreneurship initiatives are a direct response to Connecticut’s need to support innovation and entrepreneurship as drivers of economic growth.

- **Engineering Entrepreneurship Hub:** The College of Engineering’s Entrepreneurship Hub, known as the "Engineering eHub" or “eHub”, was developed to actively promote the exchange of ideas, and to provide a space for collaborations and partnerships among UConn’s Tech community. The Hub supports technology commercialization in a range of sectors including healttech, greentech, advanced materials, and AI.
- **Peter J. Werth Institute for Entrepreneurship & Innovation:** What started as a collaboration between the Schools of Engineering and Business, became a dynamic entrepreneurship consortium comprised of academic units from across the University. Peter J. Werth then endowed the consortium to bring together student and faculty programs fostering entrepreneurship and innovation that have potential commercial applications and can be used to create new companies. In addition to nurturing innovation, the institute facilitates entrepreneurship speaker forums and hosts an entrepreneur-in-residence to instruct students.

**Next Generation CT:**
Launched in 2014, Next Generation Connecticut is a state initiative to greatly expand educational opportunities, research, and innovation in the science, technology, engineering, and math (STEM) disciplines at UConn over the span of a decade. The shared goal of this initiative was to leverage the strength and resources of this University to build Connecticut’s future workforce, create jobs, and invigorate the State’s economy. The cornerstone of this effort is a major increase in the University’s enrollment, the expansion of our faculty, and the development of new and existing facilities to accommodate enhanced STEM research and teaching. It also supports the academic missions and the expansion of critical programs at UConn’s Hartford and Stamford campuses.

**Diversity, Equity, and Inclusion:**
UConn’s College of Engineering is nationally recognized for its efforts around equity and inclusion in Engineering disciplines. These efforts are exceptionally supported through the work at the Vergano Institute for Inclusion. The Vergano Institute is dedicated to increasing the number of underrepresented students in engineering and other STEM fields and runs several programs in an effort to work towards this goal. The Vergano Institute for Inclusion programs are designed to facilitate the outreach, recruitment, retention, and overall success of all members of the College of Engineering community. Staff at the Institute work very closely with undergraduate and graduate students, K-12 students and teachers, UConn faculty and staff, and community partners to offer support, accessibility, professional development, and leadership to promote equitable and inclusive practices for the greater good. The result of a 35-year program at the University to engage top underserved students in the College of Engineering is that the freshman class for Fall 2023 exceeds 30% of women in the College.
Undergraduate Education:
ABET’s 2019 accreditation report listed professional Academic Advising and Engineering First-Year Design Course as the top overall strengths of the School. Professional advising was implemented in 2014 and the staff has grown to 14 advisors and administrators that assist the School’s 4000 undergraduate students across five campuses from Orientation to Graduation. Additionally, there are almost 200 faculty advisors that receive regular training from the advising staff. In 2023, members of the advising team were awarded the following honors: Outstanding Undergraduate Advisor of the Year, UConn Spirit Award – University Citizen Award, and Career Advocate of the Year. Beyond Academic Advising, the Undergraduate Programs Office works closely with the Vergnano Institute for Inclusion and the Engineering Experiential Education Office to engage with prospective students, current students, and alumni. Undergraduate Programs oversee many engagement opportunities for Engineering students, including the Undergraduate TA program, the Engineering Tutoring Center, the Engineering House Learning Community, and Engineers Around the World.

The Role of the Dean

Reporting to the Provost and Executive Vice President for Academic Affairs for all matters, the Dean is the chief academic and administrative officer of the College of Engineering, responsible for providing strategic vision and operational leadership to all aspects of the academic and scholarly program.

Reporting to the Dean are the Associate Dean for Research and Industrial Partnerships, Associate Dean for Undergraduate Education and Diversity, Assistant Dean for Administrative Operations & Strategic Initiatives, Associate Dean for Research and Graduate Education, and seven department heads. In addition, the office of the Dean of the College of Engineering is staffed by an Associate Finance Director, Administrative Program Manager (2), Administrative Program Support (4), and an Educational Program Administrator.

The Dean will provide strategic vision and operational leadership to all aspects of the academic and scholarly program in the College of Engineering, setting priorities and guiding it towards strategic goals of enhancing scholarship, promoting research and outreach, and providing excellence in professional and graduate education in an academic setting with a diverse population of students, faculty, and staff. The Dean is the College of Engineering’s chief advocate, promoting its goals and achievements, leading its development and fundraising activities, and speaking for its mission of excellence in scholarship, teaching, and public service. The Dean will be the College of Engineering’s public voice, promoting initiatives within UConn and across the state, fostering collaboration with industry, and articulating the College of Engineering’s contributions at the local, state, regional, national, and international levels.

Responsibilities

- In partnership with senior university administrators, assure the campus environment appropriately enables and supports academic goals, objectives, and programs.
- Partner with faculty, staff, and students to maintain a climate of civility and collegiality through effective communication and a strong commitment to enhancing the quality and diversity of the campus population.
- Oversee academic departments, interdisciplinary centers, institutes, programs, and other academic activities within the College of Engineering. Collaborate with faculty, academic department heads, and deans to identify instructional needs.
• In support of University goals and priorities, promote the College of Engineering through communications and public relations efforts critical to the success of the College of Engineering, including building relationships and partnerships with alumni, civic and youth organizations, historical associations, the financial services industry, museum, arts, and other groups and organizations.

• Assist the President and Provost in representing the University on matters related to its core missions of research, education, and outreach. Partner with the UConn Foundation to assure robust fundraising and alumni relations. Collaborate with the Graduate School to ensure strong enrollment and retention strategies for graduate students.

• Collaborate with the Vice President for Student Life and Enrollment Management to recruit and retain high-caliber students. Develop and nurture relationships with K-12 schools, community colleges, and other educational institutions to recruit these quality students to UConn and increase enrollment of qualified students.

• Collaborate with the Department of Public Safety, Environmental Health and Safety, Facilities Operations and Building Services, University Information Technology Services, and Planning, Design, and Construction Services to assure a safe, secure, productive working environment for the conduct of research and instructional activities.

• Provide leadership, direction, and oversight to the College of Engineering employees, including hiring, promotion, tenure and review, professional development, discipline, training, and promotion of all direct reports. In consultation with University officials, the Dean will appoint endowed faculty chairs and professorships and increase faculty awards and fellowships. Represents the College of Engineering in labor-related procedures.

• Advance the scholarly activities of the faculty, including interdisciplinary opportunities, in support of the University’s research and scholarship mission.

• Assure College of Engineering offers a positive learning environment and students receive appropriate support services. Coordinate closely with university offices to enhance access to course offerings through online education, assure programs available to meet the needs of various student groups, and assure the campus operates in accordance with University-wide policies and practices regarding student conduct, disability services, counseling, and mental health services, behavioral threat assessment, cultural competencies, and other important student life and student success functions. Advance President Maric’s student success mission for undergraduate education and, in partnership with the Dean of the Graduate School, for graduate education within the College of Engineering.

• Implement and uphold academic rules and regulations and promote academic integrity. Ensure the College adheres to the highest standards of research compliance, integrity, and conduct.

• Effectively manage academic resources and prepare and manage the College of Engineering’s annual operating budget. Prioritize the allocation of resources to support the university’s academic mission and plan.

• In support of university and campus priorities, develop capital improvement proposals. Assess the need for and make recommendations about equipment acquisitions and facilities renovations and upgrades.
Challenges and Opportunities

UConn will welcome a Dean who thrives on innovation to develop, organize, and manage new initiatives. The faculty and staff at the College of Engineering are deeply committed to their students, their research, and public service. The Dean will articulate a vision for the College of Engineering, defining its role in research and teaching within the University community, the state, and the nation. From that vision, the Dean will shape the organization and, with the faculty and staff, configure, create, and grow programs and attract a student body to realize their success.

The Dean will make critical contributions to the continued development of the College of Engineering. This is an extraordinary opportunity for an individual with the drive, skill, and experience to bring creative leadership to the organization and to play a meaningful role in shaping its future. The new Dean will embrace these opportunities, helping to realize the potential of the College of Engineering. The Dean will build on a solid foundation to contribute to the College of Engineering and its diverse constituents, as well as the University community at large, to address key challenges and pursue important opportunities.

- **Capitalize on momentum:** The new Dean will inherit a strong foundation in the College of Engineering and momentum for continued growth and visibility. The Dean will work with the College’s constituents to develop a strategic vision for the School geared toward developing new programs, enhancing research activity, building internal and external relationships, and enhancing fundraising efforts. The next Dean should be a recognized leader and scholar who is well-versed in national and international best practices in engineering education and research.

- **Expand high-impact research opportunities:** As a University, UConn has consistently increased year-over-year research expenditures and activity levels. The College of Engineering plays a key role in this success, and the next Dean should understand high-level and high-impact research activity and promote that work among the Department Heads and faculty members. The Dean will identify areas to increase research activity with national research associations like NSF, NIH, and DOD; sponsored research in conjunction with industry partners; and work with research foundations.

- **Expand and maintain relationships:** The next Dean should be a highly visible and relationship-centered leader internally and externally to ensure success at the College. The Dean should be engaged with faculty, staff, and School leadership to ensure enrollment pipelines are strong, research and classroom activities are effectively supported, and in-demand programs are being developed at the undergraduate and graduate levels. A core mission of the next Dean should be to enhance the external visibility of the College with key donors, alumni, and industry leaders. UConn has so much to offer in terms of entrepreneurial activities stemming from the College of Engineering through resources like the University’s Tech Park, and the Dean should be able to advocate for the College with industry leaders to promote win-win partnerships and collaborations. Enhanced industry engagements will also increase UConn’s economic impact on the state, region, and country.

- **Continue and enhance the College’s focus on Undergraduate Education:** In about 10 years, and thanks to statewide initiatives like Next Gen Connecticut, the College’s undergraduate population has nearly quadrupled. The Fall 2023 incoming class was the largest ever. This burgeoning population requires additional teaching and student support resources over the next few years, especially in the computing majors (Computer Science, Computer Science and Engineering, and Data Science), which now comprise half of the College’s undergraduate population. Staff and
faculty currently engage in a number of efforts to improve undergraduate education, including in-depth analyses of the curricula, studies, and surveys to improve student services, added services at the regional campuses, and increased training for faculty advisors, especially around student mental health. In order to continue to advance the President’s student success mission, it is imperative that these efforts are continued and expanded upon. Academic Advising, especially, is a documented High Impact Practice.

- **Increase the recruitment and retention of faculty and staff:** To effectively facilitate continued growth and the visibility and prestige of the College, the next Dean will need to meet challenges around the recruitment and retention of leading-edge faculty members in the College. The next Dean should be experienced with recruiting and developing faculty members, while fully embracing a commitment to shared governance and effective communication. High competition and salary compression create key challenges in recruiting and retaining top faculty and staff, and the College will look to the Dean to identify additional resources to sustain a high-quality working environment at the College. The next Dean should be committed to professional development opportunities for staff and understand the College’s commitment to teaching, research, and service, and should be able to develop the skill sets of faculty members across these areas.

- **Continue and enhance the College’s focus on DEIJ:** Diversity, equity, inclusion, and justice combined with the focus on empowering people from all backgrounds are key values of the College of Engineering. The Dean will be joining an equity-minded community where engineers innovate and change the world for the better and will need to embrace that concept to continue modeling inclusive practices throughout the College.

- **Continue a strong focus on collaboration:** The next Dean of the College of Engineering will join an environment that embodies collaboration and will be expected to continue the College’s focus in this area. The College of Engineering has partnered with practically every academic division across campus and has been a part of very innovative programming opportunities. All the deans at UConn are committed to interdisciplinary collaborations and look forward to continuing this work with the College’s new Dean. There have also been successful collaboration efforts among the departments in the College of Engineering. This Dean will have the capacity to work well with their colleagues across the board and will be someone open to exploring new ideas while empowering faculty to do the same.

- **Identify areas for new program development:** In alignment with being a strong collaborative leader, the next Dean should have an understanding of how to build and develop in-demand programs at the undergraduate and graduate levels. The University and the College have historical strengths in their undergraduate programs and enrollments but will need to continue innovating into the future to sustain those pipelines. There is an opportunity to grow graduate programming and enrollments at the University through strategic conversations with University leadership, faculty members, and industry partners.

- **Strengthen Fiscal and Physical operations:** The Dean and their leadership team manage a complex budget and fiscal operations at the College. While the College of Engineering has been fiscally healthy, the next Dean should have an understanding of academic and research budgets and how to prioritize resource allocations across the College. The College has invested resources annually in its physical plant and facilities including a $2.1 million investment toward consolidation and renovation of research, teaching, and administrative spaces. As the University continues to rise in stature as an academic and research leader, putting an increased focus on space planning and facility enhancement will be important to ensure that faculty have the space and resources
needed to continue high-level teaching and research activities. The Dean will lead essential planning efforts toward increased space, a strengthened IT infrastructure, and enhanced facilities to continue facilitating growth at the College. Funding from the state of Connecticut is set to decline in the coming years, and the Dean will need to possess the fiscal acumen to effectively allocate limited resources across the College. This will also provide the Dean with essential opportunities to focus on resource generation for the College through the development of revenue-generating programs, expanding the College’s research footprint, forming essential partnerships with industry, and leading fundraising efforts.

**Desired Qualities and Qualifications**

The successful candidate will be a nationally recognized, self-assured, entrepreneurial leader prepared to advance the initiatives and priorities of the University’s academic vision. The Dean should also have a strong record of scholarly activity and research and be willing to support the College’s faculty in developing their own research portfolios. Candidates will be expected to broaden participation among members of under-represented groups; demonstrate through research, teaching, and/or public engagement the commitment to, and support of, diversity in the learning experience; and provide leadership in developing initiatives designed to meet the needs of diverse learners and intellectual interests. In addition, the ideal candidate will be an independent thinker dedicated to collaborative governance, will possess a leadership style that values diversity and inclusion, will be a sophisticated administrator capable of building strong working relationships, committed to the search for new knowledge, and able to imagine new possibilities for the College of Engineering.

**Minimum Qualifications**

- Credentials that merit appointment for a tenure-track academic appointment at the rank of full Professor in the College of Engineering or a current appointment at UConn at the rank of full Professor in one of UConn’s schools and colleges, including a Ph.D. or equivalent degree in a field relevant to leadership in academic affairs and the College of Engineering. Equivalent foreign degrees are acceptable.
- At least 5 years of senior administrative experience in a progressively responsible leadership position at a highly reputable higher education institution; demonstrating knowledge of core management functions and clear experience with managing strategic priorities; and familiarity with University policies, guidance, best practices, and procedures.

**Preferred Qualifications**

- At least 10 years of experience in a progressively responsible leadership position at a higher education institution, preferably at tier 1 research institutions.
- A proven leader and scholar who can continue the University’s and College’s focus on scholarship, innovation, and entrepreneurship.
- An appetite for fundraising and the ability to be the chief advocate for the College with essential external partners like donors, alumni, industry leaders, and community partners.
- An accomplished scholar with the ability to continue growing interdisciplinary research activities in the College of Engineering.
• Excellent interpersonal skills with the ability to develop, engage, and maintain constructive and professional relationships with senior administrators, faculty, staff, students, and other individuals and organizations.
• A strong record of external funding and demonstrated experience in mentoring faculty in sponsored research.
• Background and experience pertinent to the unique programs and setting of the College of Engineering, including a clear understanding of the academic vision of the university, the land grant mission of the university, and the College of Engineering’s goals and opportunities to deliver quality undergraduate and graduate education.
• A collaborator with a track record of developing and leading interdisciplinary partnerships.
• Proven business and political acumen commensurate with the leadership needs of the College of Engineering, including the ability to navigate the organizational, political, and fiscal realities unique to a major public research university; demonstrable experience applying sound judgment; and an ability to manage change, resolve conflict, and build consensus.
• Evidence of ability to cultivate and expand community-based partnerships.
• Demonstrated commitment to diversity, equity, inclusion, and belonging and the ability to foster a highly inclusive environment within the College and across the University.
• Experience building an environment that promotes excellent student success and well-being.
• Demonstrated commitment to enhancing the diversity of the University population, including assessing needs, developing initiatives, and applying best practices.
• Demonstrated ability to analyze, understand, and interpret complex situations and problems, evaluate options, devise, and propose solutions that align resources with goals, implement plans, and measure outcomes.
• Demonstrated ability to communicate effectively in a diverse organization. Excellent written and oral communication skills and the ability to communicate needs, plans, and programs effectively.
• Experience as an agent of innovation and change, achieving excellence across a complex organization.

**Salary Range:** Compensation for the role is currently anticipated to range from $375,000 to $425,000, commensurate with experience.

**Process of Candidacy**

The Search Committee will begin reviewing applications immediately. Requested application materials include:

• A cover letter, articulating interest and responding to the position challenges and objectives outlined above. The Cover letter should include a robust statement on the candidate’s familiarity and comfort with diversity, equity, and inclusion and examples of their leadership in those domains.
• Curriculum vitae
• Names and contact information for 3-4 professional references.
Applications will be welcomed until the time that a Dean is selected. For guaranteed consideration, candidates should submit materials by December 13, 2023, to:

Tom Fitch, Managing Director  
Brian Bustin, Senior Associate  
Storbeck Search  
UConnEngDean@storbecksearch.com

Equal Employment and Educational Opportunity

All members of the University of Connecticut are expected to exhibit appreciation of, and contribute to, an inclusive, respectful, and diverse environment for the University community.

The University of Connecticut aspires to create a community built on collaboration and belonging and has actively sought to create an inclusive culture within the workforce. The success of the University is dependent on the willingness of our diverse employee and student populations to share their rich perspectives and backgrounds in a respectful manner. This makes it essential for each member of our community to feel secure and welcomed and to thoroughly understand and believe that their ideas are respected by all. We strongly respect each individual employee’s unique experiences and perspectives and encourage all members of the community to do the same. All applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

The University of Connecticut is an AA/EEO Employer.